



ERA Action 4

European Research Area Policy Agenda 2022-24

Promote attractive and sustainable research careers, balanced talent circulation and international, transdisciplinary and intersectoral mobility across the ERA

The European Research Area is the ambition to create a single, borderless market for researchers, scientific knowledge and technology across the EU in order to increase European competitiveness and improve the coordination of R&I activities at national and European level.

The ERA Policy Agenda for the period 2022-2024 set out 20 voluntary ERA actions to contribute to the priority areas defined in the [Pact for R&I](#). Action 4 tackled the area of research careers and researchers' mobility. It was

implemented in close cooperation with Member States, countries associated to Horizon Europe, and stakeholders. The European Commission was supported in managing the Action by Portugal on behalf of Member States, and by the Coimbra Group on behalf of stakeholders.

This factsheet aims at outlining the portfolio of research careers policy measures and tools developed as part of Action 4 in a comprehensible way. It is meant to support ERA-related actors across Europe.

Expected Outcomes

Development of a European Framework for Research Careers and toolbox of support measures

Launch of an observatory on research careers

Set up the ERA Talent Platform as an online one-stop-shop

Revise the Charter and Code for researchers

Pilot with European Universities alliances the European Framework for Research Careers

Launch the ERA4You initiative to promote talent circulation

Exchange of good practices with regard to R&I systems

Concrete deliverables

Council Recommendation on a European Framework for Research Careers

New European Charter for Researchers

Revamped and streamlined process for the HR Excellence in Research award

ERA Talent Platform

European Competence Framework for Researchers (ResearchComp)

Research and Innovation Careers Observatory (ReICO)

Horizon Europe Mutual Learning Exercise on Research Careers

Revamped EURAXESS

Expanded RESAVER

Talent ecosystems for attractive early research careers - Horizon Europe pilot call

European Framework for Research Careers



- Established in December 2023 by the Council Recommendation on a European framework to attract and retain research, innovation, and entrepreneurial talents in Europe
- Supports researchers' employment and working conditions, ensuring a work-life balance, and countering precarity
- Promotes adequate social protection measures
- Fosters researchers' skills, interoperable careers, and a multi-directional flow of talents between sectors
- Places a particular focus on early-career researchers
- Introduces the new European Charter for Researchers, replacing the old Charter and Code for Researchers



ERA TALENT PLATFORM

The one-stop-shop gateway for researchers and research organisations

EURAXESS
HR Excellence in Research Award
Innovation Talent Platform

ReICO
RESAVER
ResearchComp
RM Comp

European Charter for Researchers

The European Charter for Researchers is a set of 20 principles underpinning the development of attractive research careers to support excellence in research and innovation across Europe.

- The focus of the Charter is the rights and responsibilities of researchers, employers, funders and policy makers in the public and private sector
- The Charter addresses researchers across all disciplines including science, technology, engineering, mathematics (STEM) and social sciences and humanities (SSH)
- It covers all types of research, namely frontier, targeted, strategic, applied and close to market

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HR Excellence in Research Award



- The HR Excellence in Research Award is a recognition granted to research organisations that voluntarily enter the process for continuous evaluation and improvement to excellence in researcher development and working conditions
- It acknowledges their efforts in aligning with the principles set out in the European Charter for Researchers and in implementing practices and policies that foster a supportive and high-quality research environment, improving the working conditions and career development of researchers
- The award is held by over 750 research organisations from 39 countries

The HR Excellence in Research Award offers several significant advantages, including for example:

- Serves as a strong catalyst for innovation by providing a structured framework for institutional change
- Places researchers at the heart of institutional processes
- Boosts visibility on both national and international levels, and attracts talent
- Facilitates opportunities for networking and collaboration

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EURAXESS



Researchers in motion

- EURAXESS is a leading portal created to support researchers' mobility and career development
- Is the largest database of job, funding and hosting offers in Europe with over 10 thousand worldwide opportunities
- Connects more than 14 thousand registered organisations
- Includes national portals and service centres in 43 countries, and 9 worldwide hubs
- A network of over 650 Service Centres EURAXESS Service Centres offers free, personalised assistance to researchers on multiple topics, including accommodation, social security or taxation

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ReICO



Research and Innovation Careers Observatory

- Developed in partnership by the European Commission and the OECD with Horizon Europe support, to be a comprehensive source of data for evidence-based policy making
- Monitoring key indicators of R&I careers
- Data published on an annual basis starting mid-2025

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ResearchComp



European Competence Framework for Researchers

- Supports the development of researchers' transversal skills and fosters inter-sectoral mobility
- 38 competences structured across 7 competence areas, including managing research, making an impact, cognitive abilities and work with others
- Aligned with researchers' skills in the [European Skills, Competences, Qualifications and Occupations classification \(ESCO\)](#), which is used by [Europass](#)

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Retirement Savings Vehicle for European Research Institutions

- Facilitates pension portability in the European Research Area
- Created with the support of the European Commission to provide a cross-border pension solution for researchers
- Offers a flexible, pan-European occupational pension arrangement tailored to the needs of researchers and research performing organisations
- Operational in several EU Member States, with ongoing expansion

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Policy Support Facility Mutual Learning Exercise on research careers

- Supporting exchange of best practices among Member States on how to implement the new standards set out in the European Framework for Research Careers and the European Charter for Researchers
- Structured along the following topics:
 -  Recruitment, working conditions, career development and progression
 -  Skills and inter-sectoral, inter-disciplinary and interoperable careers
 -  Enabling conditions for attractive R&I systems and balanced circulation of talents
 -  A conducive policy and legal context for attractive research careers, including incentives for the implementation of the Charter for Researchers
- Featuring thematic reports and a final report with recommendations to support reforms at national level


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Talent ecosystems for attractive early research careers – pilot call

- HORIZON EUROPE Coordination and Support Action - WIDERA Work Programme 2024
- Supporting the implementation of the European Framework for Research Careers and the European Charter for Researchers by organizations employing and training researchers in academic and non-academic sectors
- Aiming at the creation of talent ecosystems where researchers – especially early-career ones – benefit from easier employability and better working conditions
- Budget: EUR 20 million
- 10 projects selected for implementation

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INSPIRING ERA is a project aimed at breathing new life into the ERA. Our goal is to raise awareness, share best practices and speed up the adoption of advancements made under the umbrella of the ERA to benefit researchers and citizens.

 To learn more, watch the **INSPIRING ERA online events on Action 4**

-  Boost your career: new EU tools and support for attractive research careers
-  How to make Research Careers more sustainable and attractive? Ways to benefit from the new EU-level policies and tools